

**UNIVERSITY OF ILLINOIS
CHICAGO SENATE**

(Second Reading Action Item, April 22, 2020 Senate Meeting)

PROPOSED ACTION: Proposed revisions to the *Statutes* to permit the use of five year appointments for non-tenure track faculty. This would involve modifying the following sections:

ARTICLE X (Academic Freedom and Tenure), Section 1 (a), 6.

ARTICLE X (Academic Freedom and Tenure), Section 1 (a), 7.

BACKGROUND: The University *Statutes* are the basis of determining the different categories and ranks of academic and administrative staff appointments for the University system. As currently specified, appointments for non-tenure track faculty (professors whose title have modifying terms or lecturer or instructor) can only be appointed for up to three years.

In recent years, many of the academic units at the different Universities have recognized that it is important to have faculty who have contracts that are longer than three years, to permit them to engage in longer-term projects and to be recognized for their long-term participation in University work. For example, there are research, service, and teaching initiatives that may require a commitment of faculty time that ensures the completion of the project. By having a five year contract, non-tenure track faculty would be able to engage in such projects with confidence.

Another issue associated with the limited contract term relates to the participation of these faculty within governance structures. Currently, such faculty are able to participate in the University Senate and its committees. Having a longer term of a contract, and knowing that subsequent extensions will be of similar length, allows these faculty to undertake such service commitments more readily.

Finally, the availability of contracts up to five years allows the University and the faculty to recognize that their contributions have developed into something that warrants recognition of the extended service of the faculty member.

The proposed change will rectify this situation by allowing appointments for up to five years.

RECOMMENDATIONS

Text to be deleted is indicated by ~~strike through~~ and text to be added is underscored.

ARTICLE X. ACADEMIC FREEDOM AND TENURE

Section 1. Tenure of Academic Staff

a.

(6) An appointment which includes in the title the term “adjunct,” “clinical,” “research,” “teaching,” and “visiting” modifying the term “professor”, “associate professor” or “assistant professor,” as authorized in the first paragraph of Article IX, Section 3c, or an appointment with the rank of lecturer or senior lecturer, or instructor, clinical instructor, or senior instructor, shall be for not longer than ~~three~~ five years.

(7) An appointment with the rank of teaching associate, research associate, clinical associate, or which includes in the title the term "research" modifying the term "professor", "associate professor" or "assistant professor," as authorized in the first paragraph of Article IX, Section 3c, shall be for not longer than ~~three~~ five years. The duration of the appointment shall be specified in the Notification of Appointment. Where no duration is specified, appointment shall be for one year. Written notice of nonreappointment is required in the case of full-time appointments at these ranks other than appointments that are for no more than one year, nonsalaried, part-time, or conditional upon the receipt of nonappropriated funds (as specified in the Notice of Appointment). The notice need not be accompanied by an offer of a terminal contract if the notice is given not later than six months before the end of an annual appointment or by March 1 in the case of an academic-year appointment. If notice of nonreappointment in such cases is given later than six months before the end of an annual appointment or after March 1 in the case of an academic-year appointment, it shall be accompanied by an offer from the Board of Trustees of a terminal contract for one additional year of service. In the case of multi-year contracts, notice, as described above, is required only in the final year of the contract. If no notice is given before the end of an appointment that exceeded one year, the renewal appointment shall have a duration of one year.